Wednesday, September 14, 1977.

The First regular meeting of the Senate of The University of British Columbia for the Session 1977-78 was held on Wednesday, September 14, 1977 at 8.00 p.m. in the Board and Senate Room.

Present: President D. T. Kenny (Chairman), Chancellor D. F. Miller, Dean J. H. M. Andrews, Mrs. M. F. Angus, Acting Librarian Mr. I. Bell, Dr. C. B. Bourne, Dr. T. H. Brown, Rev. P. C. Burns, Mr. R. J. Carter, Mr. W. Chow, Dr. D. H. Copp, Mr. C. K. Cramer, Dr. J. D. Dennison, Dr. B. A. Dunell, Miss L. R. Erdman, Mrs. F. Field, Dr. C. V. Finnegan, Dean E. M. Fulton, Dean J. A. F. Gardner, Mr. B. Gilfillan, Dr. D. Haley, Mr. D. P. Hamilton, Dr. R. H. Hill, Dr. J. M. Houston, Mr. R. O. Joseph, Miss A. M. Katrichak, Dr. W. M. Keenlyside, Dean W. D. Kitts, Dr. L. Kraintz, Mr. J. Kulich, Mrs. W. T. Lane, Dean P. A. Larkin, Dean P. A. Lusztig, Dean K. M. Lysyk, Dr. D. J. MacDougall, Mr. A. O. McNeil, Dr. J. H. McNeill, Mr. J. F. McWilliams, Rev. J. P. Martin, Dr. H. Mitchell, Dr. B. N. Moyls, Mr. R. F. Osborne, Dr. P. H. Pearse, Mrs. M. L. Peters, Dr. M. E. Prang, Dr. J. F. Richards, Dean B. E. Riedel, Dr. V. C. Runeckles, Mr. J. H. Russell, Dr. S. O. Russell, Mr. P. Sandhu, Dr. R. F. Sharp, Vice-President M. Shaw, Dr. J. K. Stager, Mr. G. A. Thom, Dean G. M. Volkoff, Miss C. L. V. Warren, Mr. E. Warren, Dean W. A. Webber, Mr. R. S. Whyte, Dean R. M. Will, Acting Dean D. J. Yeo.

Observer: Mr. J. A. Banham

Messages of regret for their inability to attend were received from Dr. C. S. Belshaw, Dr. K. T. Brearley, Mr. D. M. Brousson, Dean W. D. Finn, Dr. R. F. Gray, Mrs. H. McCrae, Dr. C. A. McDowell.

Minutes of the previous meeting

Dr. Copp) Dean Volkoff)	That the minutes of the Ninth regular meeting of Senate for the Session 1976-77, having been circulated be taken as read and adopted.

Carried

Wednesday, September 14, 1977.

Business arising from the Minutes

Report of the ad hoc Committee on Departmental Review Policy (P. 6828)

At the May 25, 1977 meeting discussion of the report was deferred to the September meeting.

Dr. Pearse presented the report. It was explained in the report that in November 1976 the Faculty of Medicine had sought Senate's endorsation of a statement of policies and procedures for reviews of departments in that Faculty. The committee was then established to examine the proposal of the Faculty of Medicine and the broader implications it would have for Senate and University policy. The committee concluded that it should recommend to Senate a general statement of policy with respect to reviews of academic units throughout the University. Dr. Pearse stated that if Senate accepted the policy statement the Faculty of Medicine would then be asked to reconsider its proposal in order to comply with the statement.

Dr. Pearse) Mrs. Field)	That the report of the Committee on Departmental review policy, excluding the policy statement, be accepted.

Carried

Senate then considered the following policy statement:-

"The Senate of The University of British Columbia encourages reviews of academic units within the University. Such assessments of academic strength and balance, administration and related matters by academic peers can provide valuable guidance not only to the members of the academic unit being reviewed but also to the Senate and the responsible administrators of the University. However, since such reviews are costly and often cause some stress, they should not be initiated according to a rigid timetable or without good reason.

The Senate, as the senior academic authority of the University, has an interest in the proper conduct of these reviews, and in the orderly development of review policies generally. In view of the diversity of conditions and needs in the several faculties, however, it would not be desirable for the Senate, at present at least, to undertake to conduct these reviews itself, or to prescribe detailed structures and procedures for use throughout the University. The Senate has therefore adopted the following guidelines to assist and encourage faculties to design review arrangements suitable to their special needs. These are deliberately general and flexible, reflecting the Senate's recognition of widely varying circumstances among the faculties and the diversity of problems that are likely to be encountered by individual review committees.

Wednesday, September 14, 1977.

Business arising from the Minutes

Report of the ad hoc Committee on Departmental Review Policy (continued)

1. Reviews of departments, institutes, centres, schools, faculties or other administrative units within the University, or of special academic programs, should be initiated when a reasonable request for a review is made by the academic staff involved, the Head or other responsible administrator, the responsible Dean or the Senate. While this implies no rigid periodicity for reviews, some faculties may find it desirable to review units within them according to some timetable, and a regular review of special administrative units like institutes and centres may be particularly worthwhile.

2. Committees struck to review departments and other units or programs within a faculty should be appointed by, and be responsible to the Dean, who should also receive their reports. Correspondingly, reviews of faculties should be conducted by committees appointed by and responsible to the President, who will receive their reports. The administrative officer responsible for the review committee should be responsible also for arranging the necessary funding.

3. Faculties are authorized and encouraged to design and approve statements of policies and procedures for the conduct of reviews of departments and other administrative units or programs within their responsibility. The arrangements should be designed to allay apprehensions about reviews, to expedite them, and to ensure maximum benefit from them. These faculty statements should contain, inter alia:

   a. A description of the structure of review committees. Committees should include one or more experts from outside this university. However, some faculties may choose to limit the role of external assessors (for example, by having them act only as advisors to the review committees or by restricting their concern with certain matters such as administration or finance.)

   b. Procedures for selecting members of review committees. Among other things, the extent to which members of the academic unit being reviewed will participate in the selection of reviewers should be stipulated.

   c. Provisions to ensure that review committees are provided with explicit terms of reference, particularly in respect of the extent to which their investigations are to extend beyond purely academic matters to issues of administration and finance. The academic strength and balance of the unit under review should be the main focus of the investigation, and this should include the full spectrum of its academic activities.

   d. Clear and detailed arrangements to govern the submission of documentation and communications between the committee and the members of the academic unit being reviewed.

   e. Provisions for the review committee's report to be made available to the members of the unit reviewed, subject to deletions by the Dean on the advice of legal counsel with respect to any material that may be defamatory or of other legal consequence, or that might be considered an invasion of privacy.

4. Faculties' statements of policies and procedures for reviews should be submitted to the Senate for approval.

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Business arising from the Minutes

Report of the ad hoc Committee on Departmental Review Policy (continued)

5. The Senate should be advised of reviews being undertaken, and a copy of each review committee's report deposited with the Secretary of Senate and made available for examination by senators.

6. The Senate should reassess this statement of policy within five years in the light of new experience."

Dr. Pearse) Dean Will)	That the recommended Senate policy statement on reviews of administrative units be adopted.

It was agreed that item 5 should read ... "The Senate should be advised of reviews being undertaken, and a copy of each review committee's report as submitted to the members of the unit being reviewed deposited with the Secretary of Senate and made available for examination by senators."

Senate also agreed that the words "... or of special academic programs ..." be deleted from item 1 and that the words "... or programs ..." be deleted from item 2.

In amendment:

Mr. Sandhu) Mr. Russell)	That item 3 a. be amended to add at least one representative from the student body.

Lost

In amendment:

Mr. McWilliams) Dr. Finnegan)	That item 1 be amended to include the words "the President" after the words "... the responsible Dean ...".

Carried

The motion, as amended, was put and carried.

The Chairman expressed thanks and appreciation for the work done by the committee.

From the Board of Governors

Notification of approval in principle of Senate recommendations - subject, where applicable, to the proviso that none of the programs be implemented without formal reference to the President and the formal agreement of the President; and that the Deans and Heads concerned with new programs be asked to indicate the space requirements, if any, of such new programs.

Wednesday, September 14, 1977.

From the Board of Governors (continued)

(i) Course changes recommended by the Faculty of Applied Science (P.6831)

(ii) New courses and course changes recommended by the Faculty of Commerce and Business Administration (P.6831)

(iii) Course change recommended by the Faculty of Dentistry (P.6831)

(iv) Certification program for Periodontics recommended by the Faculty of Dentistry (P.6831-3)

(v) New courses and course changes recommended by the Faculty of Graduate Studies (P.6833)

(vi) M.F.A. Program in Fine Arts recommended by the Faculty of Graduate Studies (P.6834-5)

(vii) Course change recommended by the Faculty of Law (P.6835)

(viii) New courses recommended by the Faculty of Law (P.6835)

(ix) New courses and course changes recommended by the Faculty of Medicine (P.6835)

(x) New courses recommended by the Faculty of Medicine (P.6836)

(xi) New courses and course changes recommended by the Faculty of Science (P.6836–42)

(xii) Modified loan regulations for the University Library (P.6821-4)

Senate membership

Declaration of vacancies

As required under section 36 (6) of the Universities Act, the Secretary declared the following vacancies on Senate:-

(a) two representatives of the faculty members at-large to replace Dr. R. M. Clark and Dr. M. F. McGregor

(b) representative of the Faculty of Applied Science to replace Dr. M. Uprichard

(c) representative of the Faculty of Arts to replace Dr. P. Suedfeld

(d) two representatives of the Faculty of Commerce and Business Administration to replace Dr. R. F. Kelly and Dr. P. A. Lusztig who is now a member of Senate in his capacity of Dean

(e) representative of the Faculty of Dentistry to replace Dr. M. J. A. Smith

(f) representative of the Faculty of Law to replace Mr. A. F. Sheppard

The Chairman welcomed to Senate Mr. Brian Gilfillan, student representative for the Faculty of Forestry replacing Mr. D. C. Bulger for the remainder of the one–year term ending March 1978.

Dr. Stager suggested that in future, where possible, vacancies be declared at the May meeting of Senate in order that replacements would be able to attend the first meeting in September.

Wednesday, September 14, 1977.

Committee on Prizes, Scholarships and Bursaries

Dean Lysyk)
Dr. Moyls)

That the new awards listed in the Appendix be accepted subject to the approval of the Board of Governors, and that letters of thanks be sent to the donors.

Carried

Annual Financial Report of the University, March 31, 1977

As required under Section 32 of the Universities Act, the Board of Governors had forwarded to Senate copies of the Annual Financial Report, Balance Sheet and Financial Statements of the University for the fiscal year ended March 31, 1977.

Senate Admissions Committee

Report on Academic Year 1976-77

A report concerning the activities of the committee had been circulated for information. Dr. Finnegan stated that since the last meeting of Senate in May the Admissions Committee had met thirteen times. Individual appeals on admission and readmission totalled 48, of which 14 were granted and 34 denied.

It was stated in the report that the standings of Grade 12 applicants for September 1976 were subject to a more rigorous scrutiny than formerly. In general applicants with a gradepoint average of 2.3 or lower (C = 2.0 and C+ = 2.5) were denied admission and those above 2.3 but below 2.5 were screened on the relevancy of their studies. Those with an average of 2.5 or above were, in general, admitted. For admission in September 1977 similar criteria were applied with decisions being made on relevancy of studies for those with averages of 2.5 and above.

The more stringent standards imposed for September 1976 had the desired effect of reducing failures in May 1977. The percentage of freshmen failing or withdrawing dropped to 13.5% from 17.7% the previous year for all registrants and, for School District 39 (Vancouver), from 13.4% to 9.3%. At the same time the percentage obtaining full credit rose to 56.7% from 53.2% for all registrants and to 59.5% from 52.6% for Greater Vancouver students. The number of freshmen enrolled was 3228 (a year earlier, 3384).

Discussions had been held on admissions and transfer policy, culminating in a recommendation for the establishing of a new policy on the admission of applicants from Grade 12, B.C.

Wednesday, September 14, 1977.

Senate Admissions Committee

Report on Academic Year 1976-77 (continued)

It was also stated in the report that the Native Indian Teacher Education Program was entering its fourth year and some conclusions could now be drawn. Initially the mature student category was used for three-fourths of the entering class but this dropped to less than half for the third-year entering class; the average age at admission was approximately 24 years. The procedures used for screening and admitting the native students appeared to have worked well. An expected attrition rate of near 50% materialized, with personal adjustment and family problems being the major reasons for students dropping out. For those who remained failure rates had not been excessive. In September 1976 the total enrolment was 141.

Admission, Advancement and Supplemental Regulations - B.Com. degree program

At the April 20, 1977 meeting Senate referred to the Admissions Committee a proposal of the Faculty of Commerce and Business Administration for revisions of regulations on admission, advancement and supplemental examinations.

Dr. Finnegan explained that the committee had considered the proposal and had made some amendments. However, at the request of the new Dean of Commerce and Business Administration, Senate agreed to postpone discussion of the section on Advancement until Dean Lusztig had had an opportunity to study this matter further.

Dr. Finnegan)
Dean Lusztig)

That the minimum standing for admission to First Year be 60% (or equivalent) in the pre-Commerce studies, and that the minimum standing for transfer from another institution into the Second Year (or higher years) be 60% (or equivalent) in the most recent year of studies.

Carried

Dr. Finnegan)
Dean Lusztig)

That the following rules govern the granting of supplemental examinations:

(a) The Faculty may grant supplemental examinations to a maximum of 3 units.

(b) In order to be eligible for consideration a student must have at least 40% in the course in question and an average of not less than 60% in all other courses taken during the session.

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Senate Admissions Committee

Admission, Advancement and Supplemental Regulations - B.Com. degree program (continued)

(c) Supplemental examinations are normally provided in Commerce courses where the final examination accounts for 40% or more of the final grade in the course.

(d) A supplemental examination will have essentially the same scope as the final examination; will, when written and passed, stand as a substitute for the final examination in any calculation of the final course grade.

(e) Information on which courses have supplemental examinations will be published and made available to students in the Faculty.

Carried

Admission requirements for applicants from Grade 12 British Columbia Schools

Dr. Finnegan presented the report which stated that prior to 1970 applicants from Grade 12 B.C. were required to have graduated from secondary school on the Academic-Technical Program with an average not below 60% on four major subjects of an Arts, Sciences or Technical specialty. In 1970, following a change in the senior secondary school curriculum the University amended its admissions policy to require an average between C and C+ calculated on the "overall secondary school record" (Grades 11 and 12) but with no specific subject requirements beyond prerequisite subjects for Science.

It was pointed out in the report that currently there was no distinction on secondary school graduation between academic and career or terminal programs of study. The hope of the University was that the adoption of a policy of not requiring specific courses would permit the schools to tailor study programs to the individual needs of their pupils. This hope was not realized. Some school principals had reported their frustrations in attempting to provide a "best" program in the face of pupils' desire for the "easiest one". The committee had noticed a growing tendency of applicants to present study patterns with substantial academic courses reduced to a minimum.

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Senate Admissions Committee

Admission requirements for applicants from Grade 12 British Columbia Schools (continued)

The committee concluded that the current policy was not providing adequate guidance to secondary school pupils in selecting the broad academic background for university study that the committee felt was appropriate. The committee had, therefore, made recommendations for a more structured pattern of courses to be required of secondary school applicants, but would wish to continue its scrutiny of borderline cases - a procedure that had appeared to have been very effective in the past.

Dr. Finnegan)
Dr. Burns)

1. That the following statement on admission of Applicants from Grade 12, British Columbia Secondary Schools be approved:

The minimum academic qualification for admission to the University is Senior Secondary School Graduation as prescribed by the Ministry of Education.

Applicants will be admitted if the assessment of their capacity for success in university studies made by the Senate Admissions Committee is positive. The records of individual applicants are studied in terms of their relevance to the university studies being sought.

In general a C+ average on the best ten prescribed courses of Grades 11 and 12 is required for admission, but decisions on admissibility of borderline cases are made on specific grades and relevancy of courses.

Subjects of Grades 11 and 12, of the Provincially prescribed Senior Secondary School Curriculum, required of all applicants are:

English 11 and 12
French 11 or a foreign language 11
Algebra (Mathematics) 11
A Science 11
Social Studies 11

and four additional courses, * three of which must be numbered 12, chosen from among courses listed in the Curriculum in the category 'Arts and Science'.

(* These courses may be specified by the Faculties or Schools for degree or diploma programs and, if so specified, are indicated in the Calendar Section which gives the admissions requirements for the particular degree or diploma.)

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Senate Admissions Committee

Admission requirements for applicants from Grade 12 British Columbia Schools (continued)

2. That the provisions of the statement in section #1 be implemented on the following schedule:

   (i) for admission in September 1978 - calculation of standing be on the best ten relevant subjects

   (ii) for admission in September 1979, the three courses numbered 12 from 'Arts and Science' be required.

   (iii) for admission in September 1981, Algebra (Mathematics) 11, a Science 11, and French 11 or a foreign language 11, be required.

In amendment:

Dr. Dennison)
Dean Lusztig)

That the words "or a foreign language 11" be deleted.

Lost

In amendment:

Dr. Pearse)
Mrs. Angus)

That the motion be amended to read "... French 11 or a foreign language 11 (preferably the former) ..."

Lost

In amendment:

Mr. Thom)
Dr. Copp)

That the question of the "language requirement" be referred back to the Admissions Committee for further study and consultation with the Secondary Schools.

Lost

The motion was put and carried.

Dr. Finnegan)
Dr. Burns)

That the Faculties of Agricultural Sciences, Arts, Education, Science and the Schools of Home Economics, Nursing, Physical Education and Recreation be directed to report to Senate for consideration at the Senate meeting of December 14, 1977 any further specific subjects of Grades 11 and 12 that should be required of or recommended to prospective applicants from B.C. Secondary Schools.

Carried

Wednesday, September 14, 1977.

Faculty of Commerce and Business Administration

At the April 20, 1977 meeting Senate approved the establishment of the Urban Land Economics Endowment Fund, the name of the Professorship to be confirmed later. Senate was informed that this will be known as The Philip H. White Professorship in Urban Land Economics.

Faculty of Law

A proposal to change the closing date for applications for admission to the Faculty of Law had been circulated.

Dean Lysyk) Dr. MacDougall)	That the closing date for applications for admission to the Faculty of Law be set at March 31, commencing with the academic year 1978-79.

Carried

Centre for Continuing Education

Senate at its meeting of April 20, 1977 requested that University departments responsible for certificate and diploma programs report to Senate annually on these programs.

The following reports on the four programs administered by the Centre for Continuing Education had been circulated for information:-

Diploma Program in Adult Education (offered jointly by the Faculty of Education and the Centre for Continuing Education)

1. Twenty-four applications had been received for the year 1976-77. Twelve applicants were admitted to the Program. Two applications were held for further documentation. Three applicants were not eligible for admission and one applicant, otherwise qualified, failed to obtain sufficient TOEFL score. One applicant withdrew application. Three applicants were given conditional admission and two applicants without degree would have to be presented to the next meeting of the Policy Committee.

2. Six full-time and nine part-time students enrolled in the Program during 1976–77.

3. Four students completed the Program in 1976-77 Winter Session and qualified for the Diploma, while one student was expected to complete the requirements during the 1977 Summer Session.

4. Two students in the Diploma Program transferred to a Master's Program and two students were applying for transfer.

5. Since the beginning of the Program in 1966, a total of 87 students have qualified for the Diploma. Enrolment in the 1977-78 Winter Session is expected to level out at three to four full-time and ten part-time students.

Centre for Continuing Education

Diploma Program in Adult Education (continued)

6. The Policy Committee for the Diploma Program in Adult Education at a meeting on May 11, 1977 discussed at some length the future of the Diploma Program in the light of the new guidelines for diploma and certificates passed recently by Senate, the expressed intention of the Adult Education Department to redesign the program for undergraduate level, and the changing needs in the field. The need for clearer distinction between the Diploma and the Master's programs also was discussed, and possible alternate routes for admission to the graduate program were explored.

   The Committee agreed to request the Adult Education Department to work on the preparation of appropriate courses to make possible the change in the Diploma Program from graduate to undergraduate level, and to prepare jointly with the Centre for Continuing Education a proposal for the reorganization of the Diploma Program. The Committee also requested the Adult Education Department to consider possible alternate routes for admission to the Master's Program, other than normal requirements, and articulation between the revised Diploma Program and the Master's Program.

Certificate Program in Criminology

1. The number of students presently enrolled in the program is 126.

2. In addition to the above number, there are 31 students registered for the course "The Canadian Criminal Justice System", but because it is a non-credit course, they have not been admitted to the University and are therefore not included in the figure of 126 officially registered students.

3. The geographic distribution of registered students is as follows:

British Columbia	73	Alberta	15
Saskatchewan	3	Manitoba	6
Ontario	5	Nova Scotia	1
Newfoundland	7	Yukon	8
Northwest Territories	4		

4. The number of students registered for the various courses is as follows:

Canadian Criminal Justice System	34	(this figure does not include the 31 students mentioned above)
Political Science 200/202	61	
Psychology 100	21	
Psychology 300	10	
Psychology 308	4	
Sociology 210	7	
Sociology 368	3	

Centre for Continuing Education

Certificate Program in Criminology (continued)

5. The occupational (where known) distribution of students is as follows:

Police Force	58
Academics	6
Social Workers	4
Prison Inmates	2
Native Courtworkers	33
Library Workers	6
Probation Officers	5

Additional occupations include housewife, lawyer, Salvation Army, civil service, immigration officer, post office worker, etc.

6. Application for Admission to U.B.C. and course cards for the program have been sent to 74 prospective students during the past year. Four of these have been admitted but have not yet indicated which course they wish to start.

7. During the course of the year, we have had 114 inquiries about the program.

Diploma Program in Administration for Engineers (offered jointly by the Faculty of Applied Science and the Centre for Continuing Education)

1. There were twenty-six admissions into the program this past year. Of these, ten were in Greater Vancouver and sixteen at interior locations.

2. Total enrolment in the program since its inception in 1968 stands at 815. This represents approximately 12 percent of the Registered Professional Engineers in the Province of British Columbia.

3. Seven candidates received their Diplomas in the Spring of 1977, making a total of 52 graduates to date. A further four are projected to complete their requirements in the Fall.

4. In addition to the diploma courses regularly available on-campus, from one to three courses per year are offered at the following interior locations: HUDSON HOPE, KAMLOOPS, KELOWNA, KIMBERLEY, KITIMAT, PARKSVILLE, PORT ALBERNI, PRINCE GEORGE, POWELL RIVER, QUESNEL, TRAIL (CASTLEGAR), and VICTORIA.

5. Current program development is directed to utilizing electronic-media as a means of making courses more readily available to practicing engineers and their employers. Initially this will depend on the use of video-taped material, supplemented by a "talk-back" communication capability. Development of this technique will be of particular advantage to engineers who are widely dispersed or in remote locations, and those whose duties restrict their ability to attend classes on a fixed schedule.

Certificate Program in Early Childhood Education

1. There are at present 303 registered candidates in the Program.

Centre for Continuing Education

Certificate Program in Early Childhood Education (continued)

2. Twenty-seven candidates completed the Program and were awarded Certificates. This brings to 74 the number of Certificates awarded since the Program's inception in 1972.

3. Of the 41 courses offered, 10 were given off-campus. Seven of these were outside the lower mainland (Victoria, Vernon, Courtenay, Campbell River).

4. The Committee on transfer credit dealt with 26 transfer requests. Credit was granted in 23 of these.

5. Three programs were held in cooperation with the B.C. Preschool Teachers' Association and one was held in cooperation with the Children's Television Association.

6. With the proposed reorganization of training for preschool teachers in British Columbia, the Advisory Committee to the Certificate Program met with Mr. Dean Goard (Department of Education) to try to ascertain where the Certificate Program would fit. Assurance was given that a spokesperson representing the Program would be involved in meetings leading to reorganization.

Tenure Review

In response to a request by Senate, the Board of Governors requested the Staff Committee of the Board of Governors to review tenure at U.B.C. with specific attention directed to the following:-

(i) the criteria used in granting tenure;
(ii) the relative weights placed upon these criteria;
(iii) the methods utilized in ascertaining performance;
(iv) the extent to which the criteria are applied, consistent with the interests of the Department and the University in maintaining strength and balance.

The following is an extract from the report:-

"1. The Process of Tenure

First we identified the process associated with the granting of tenure. We noted that, rightfully, the process begins in the individual departments. As the Faculty Handbook outlines (in Section 5) each member is evaluated, after the appropriate time has elapsed, by colleagues who are knowledgeable about teaching and research in the candidate's particular discipline. The recommendation for tenure proceeds up to the Board, through the channels outlined. At each stage of the process - the departmental colleagues, the Dean and his review committee, the Senior Appointments Committee, the President, and finally the Board - all have to be satisfied that the procedures agreed to have been followed.

From the description of the process we turned our attention to some of the issues that arise in decisions of tenure.

Tenure Review (continued)

2. Tenure and Academic Freedom

We looked at academic freedom. Historically tenure has provided a means of protecting academic freedom. It means that faculty are protected from those without the university and those within the university who would seek to inhibit the free expression of opinions on controversial issues. Tenure is not the only requirement for an atmosphere of free inquiry but it is a requirement.

3. Tenure and Job Security

The question of job security was also discussed. Even if tenure did not exist there would likely be some other form of professional security. In most institutions in our society there exist arrangements for job security; whether union agreements, long term contracts, or tenure. At U.B.C. tenure under the agreement with the Faculty Association fills this function. Moreover, it is a necessary element in attracting outstanding academics since it is offered by all leading universities.

4. Tenure and Teaching Quality

One of the most widely debated issues about tenure concerns its effect on teaching and research. Some argue that in its provisions for job security tenure may, in some cases, reduce motivation for good teaching and research, and receptiveness to constructive criticism. On the other hand, the vast majority of faculty will argue that the motivation for good teaching and for productive scholarship and research lies elsewhere - in creative urges, in the continuing need for the esteem of ones colleagues, in general job satisfaction and in the desire for salary improvement and promotion - so that no close link between holding tenure and teaching quality exists.

The influence of tenure on teaching and research is often confused with other factors. Professors' interests, productivity, creativity and drive may change with time for reasons not associated with tenure. When such a change affects teaching quality tenure is sometimes wrongly blamed. We heard the view that the criteria for tenure (see below) - in particular the insistence on high performance in both teaching and research before tenure is granted - are the best protection available against future adverse changes in teaching performance. Nonetheless, the University at present may not have enough flexibility, for example in early retirement provisions or in reallocation of duties, to make accommodations for faculty members whose teaching has deteriorated. We hasten to add that the University emphasizes good teaching and that the University has a large proportion of good teachers of all ages.

5. Criteria for Tenure

With regard to the criteria for tenure and the methods utilized in evaluating candidates for tenure, the Committee was aware that these matters are subject to collective bargaining under the agreement between the University and its Faculty Association. The criteria and procedures for Appointment Without Term (tenure) as described in the current agreement are attached (Attachment #1).

Tenure Review

5. Criteria for Tenure (continued)

The criteria for tenure include the quality of (i) teaching, (ii) scholarly research, professional and creative work and (iii) service to the University and the community. The Committee was informed that (i) and (ii) generally received the greatest weight and that throughout the University a positive recommendation for tenure should require a high standard of both teaching and scholarship.

Scholarship and research are interdependent. It has been the experience at universities that good teaching depends upon the maintenance of sustained research or creative activity in one's academic discipline. Undue emphasis on research, in contradistinction to teaching, has not generally occurred in tenure decisions at The University of British Columbia, nor has it been a policy encouraged in any area of the University.

The final criterion (iii) of "other service to the University and the community" is not as well articulated and does not always carry the same weight as the other two even though it is also important. A good university is more than a repository of information. It interacts widely with society and helps to form its values. In turn, this interaction improves the quality of teaching and research.

6. Termination of Tenure

We then turn to the question of whether a tenured Faculty member can be dismissed. We discovered that tenure does not provide protection against dismissal for cause. The University's agreement with the Faculty Association allows for the termination by appropriate procedures of the appointment of any faculty member for "incompetence, gross misconduct, or failure or refusal over a substantial period of time to perform reasonable duties."

7. Tenure and Teaching Evaluation

We concluded our discussions by looking at the methods of ascertaining performance. In doing so the Committee focussed particularly on the means of judging teaching performance. Section 4.02 of the Collective Agreement, describes the methods which may be used in evaluating teaching. Although these methods include the use of student opinions, the Committee was informed that in the past systematic evaluation of teaching by students has not always contributed sufficiently to tenure decisions in all areas of the University. In August 1975 the President sent a letter to all departments urging that systematic evaluation of teaching by students should contribute to the consideration of tenure in all areas of the University. This Committee recommends that:

> Measures be taken to establish at The University of British Columbia systematic methods of evaluation by students of teaching; and that such evaluations be considered in tenure decisions.

It is recognized that it is the responsibility of departments and faculties to establish procedures which are appropriate to each discipline, while at the same time adhering to the principles that (1) high standards in both research and teaching are necessary conditions for granting tenure and (2) appropriate and systematic methods for student evaluation of teaching are one important element in assessing teaching."

Tenure Review (continued)

Mr. Sandhu)
Mrs. Peters)

That the recommendation of the committee that "Measures be taken to establish at The University of British Columbia systematic methods of evaluation by students of teaching; and that such evaluations be considered in tenure decisions." be referred to the Senate Committee on Teaching Evaluation.

Carried

Graduation Regulations

Senate was informed that it had proved to be administratively impossible for decisions to be made in time for Spring graduation ceremonies for students completing their B.Sc. degrees in the combined B.Sc./M.D. and B.Sc./D.M.D. degree programs.

Students completing their degree requirements at another institution also are rarely able to provide the Registrar with final transcripts in time to enable them to graduate at the Spring ceremonies. The Registrar therefore recommended that all applications for degrees for such students be treated as applications for Fall graduation.

Dean Volkoff)
Dean Gardner)

That the following paragraphs be added to the Calendar statement on Graduation:-

Students are reminded that, because of the extended Winter Session in the Faculties of Dentistry and Medicine, academic results are not available from those Faculties in time for Spring graduation. Thus, all applications for degrees by students in the First Year of the Faculties of Dentistry and Medicine will be treated by the Faculty of Science as applications for Fall graduation.

Students completing degree requirements at another institution are also reminded that, because of the delay in obtaining official transcripts, all applications for degrees for such students will be treated by the Registrar's Office as applications for Fall graduation.

Carried

Other Business

Senate was informed that enrolment figures would probably be slightly higher than the previous year.

Report of the Tributes Committee

Dr. Stager presented the report of the Tributes Committee. Members of the gallery were asked to leave.

Wednesday, September 14, 1977.

Report of the Tributes Committee (continued)

Memorial Minute

The following memorial statement had been prepared in accordance with the custom of Senate in recognition by the University and the Senate of the late Aaro Emil Aho.

IN MEMORIAM
AARO EMIL AHO

Aaro Aho died in Ladysmith, B.C. on May 27, 1977, as the result of a tragic accident on his farm.

He was born in Ladysmith on June 20, 1925, the son of immigrant Finnish parents. He studied as an undergraduate at the University of British Columbia and received his Bachelor's degree in Geology in 1949. He later attended the University of California where he received a Ph.D. in Petrology and Mineralogy in 1954. He taught briefly at the University of Oregon.

In 1953 he joined the Geological Survey of Canada. From that time he became committed seriously to a study of the Yukon and to the search for and development of mineral resources. Through his persistence and intuitive skill he brought about a resurgence of mining activity in that area.

In 1964 he founded Dynasty Explorations Ltd., and through his efforts the zinc–lead–silver Anvil orebody at Faro was discovered the following year. He was also credited with the finding of a natural gas field in Lake Erie in 1967, the Sierra Gorda copper–molybdenum deposit in Northern Chile in 1970, and the Grum lead–zinc–silver deposit in the Anvil District in 1973.

He was not only one of Canada's most successful geologists and a great mine–finder, but he also bridged the gap between industry and the University. He was a stalwart friend and supporter of the University of British Columbia, and had a long–standing interest in students. It was from students working with him in the Yukon during the summer months that he heard of the concern on campus about the inadequacy of the geology facilities and of the faculty's dreams and plans for a new building. He lost no time in appraising the situation for himself. As a result he headed the successful fund–raising campaign which helped finance the construction of our Geological Sciences Centre, a project to which he devoted a prodigious amount of time and energy. He served on the University Senate as a Convocation member from 1969 to 1975. He found time for writing, and published numerous papers.

He was highly respected and admired by prospectors, geologists, miners and businessmen alike. His enthusiasm and his single–mindedness to attain a goal drew people of all kinds to him and his projects. He had drive and initiative, but above all he had faith in his convictions. His passing is a great loss to the mining and university communities and to the Yukon. He will never be forgotten by them or by a host of other friends.

Dr. Stager)
Dr. Moyls)

That this Memorial statement be spread on the minutes of Senate and that a copy be sent to the relatives of the deceased.

Carried

Wednesday, September 14, 1977.

Report of the Tributes Committee (continued)

Honorary Degrees

Dr. Stager reminded members of Senate that the committee would be glad to receive nominations for possible honorary degree recipients. These should be submitted to Dr. Stager, Chairman of the Tributes Committee, incorporating the reasons for the nominations, along with curricula vitae.

The meeting adjourned at 10.30 p.m.

The next regular meeting of Senate will be held on Wednesday, October 12, 1977.

Secretary

Confirmed,

Chairman

Wednesday, September 14, 1977.

APPENDIX

New Awards Recommended to Senate

The Wilda Adams Memorial Scholarship - A scholarship in the amount of approximately $500 has been provided from a bequest from the late Wilda Adams. The award will be made to a graduate student on the Masters degree program in Special Education in the Faculty of Education.

American Foundrymen's Society, B.C. Chapter Bursary - A bursary in the amount of $500 has been established by the American Foundrymen's Society, B.C. Chapter and will be available at The University of British Columbia every third year, beginning with the 1977/78 session. The bursary will be made to a student taking a full program of studies leading to a degree in any field. The award will be made to a student who requires financial assitance. Preference will be given to members, sons, daughters, wives, husbands of members of the American Foundrymen's Society, B.C. Chapter. The deadline for submitting applications is July 1st. The award will be made on the recommendation of the University Awards Committee.

The Association of Professional Economists of British Columbia Scholarship -The Association provides a scholarship of $500 to encourage pursuit of careers as professional economists. It is awarded to a student entering the final year of the majors or honours program in Economics, for excellence in economics and superior academic accomplishment appropriate to the development of professional economists.

The B. C. Dentists' Wives' Association Scholarship in Dentistry - A scholarship in the amount of $500, a gift of the B. C. Dentists' Wives' Association, will be presented to an outstanding student in the Faculty of Dentistry. The award will be made on the recommendation of the Faculty.

B. C. Telephone Company Graduate Scholarship in Management Information Systems - A scholarship in the amount of $500 has been made available by the B. C. Telephone Company. The award will be made on the recommendation of the Faculty to a graduate student specializing in Management Information Systems.

The Cervantes Scholarship - A scholarship in the amount of approximately $400 will be awarded annually to an undergraduate student entering the fourth year of an honours or major program in Spanish Peninsular and/or Latin American Literature. The award will be made on the recommendation of the Department of Hispanic and Italian Studies.

The Isaac and Chaika Chernov Scholarship - A scholarship in the amount of approximately $100 per annum has been made available by Mrs. Chaika Chernov. The award will be made to an undergraduate student pursuing a course in Judaic Studies, within the Department of Religious Studies. The award will be made on the recommendation of the Department.

The Samuel Diamond Scholarship Fund - This fund has been established in memory of the late Samuel Diamond. The income from the fund will be used to provide scholarships to students in any of the four years of the undergraduate program of the Faculty of Medicine. Awards will be made on the basis of scholarship and financial need on the recommendation of the Faculty of Medicine.

APPENDIX

New Awards Recommended to Senate (continued)

The Barry English Memorial Award - An award in the amount of approximately $150 has been established as a memorial to Barry English, B.S.F. 1972, by his classmates and friends. The award will be made on the recommendation of the Faculty of Forestry to a student entering the final year in the B.S.F. program. The award will be made to the student who, in the opinion of the Faculty, best exemplifies the qualities of inspiration and leadership of the man in whose memory the award is established.

The Arthur Fouks Bursary - A bursary in the amount of $200 has been offered by Mr. & Mrs. Jack Cohen and their family Jeff, Jacqui, and Kacey in commemoration of the conferring of the Honorary Degree LL.D. on Arthur Fouks, Q.C. at the spring Congregation, June 1977. The award will be made to a student demonstrating financial need combined with an active interest in student affairs. The awards will be offered for a five year period commencing in 1977/78.

The Arthur Fouks Bursary in Law - A bursary in the amount of approximately $175 per annum has been offered by Mr. Jack Diamond in commemoration of the conferring of the Honorary Degree LL.D., on Arthur Fouks, Q.C., at the spring Congregation, June 1977. The award will be made to a deserving student in the Faculty of Law.

The Arthur Fouks Scholarship - A scholarship in the amount of $200 has been offered by Mr. & Mrs. Ted Cohen and their family, in commemoration of the conferring of the Honorary Degree, LL.D. on Arthur Fouks, Q.C. at the spring Congregation, June 1977. The award will be made to a student with an active interest in student affairs. The awards will be offered for a five year period commencing in 1977/78.

The Gage Bursary - An award of approximately $300 has been made available from a bequest from the late Alan E. Stewartson. The award was made to commemorate Walter H. Gage's contribution to the University and will be made by the University Awards Committee to an undergraduate student demonstrating financial need.

The Hospital Employees' Union (Marion Perry - Kelowna Unit) Bursary - A bursary in the amount of $400 will be offered by the Kelowna Unit of the Hospital Employees' Union, Local 180. The award is available to students who are proceeding from Grade 12 to a university, regional college, the British Columbia Institute of Technology, or any vocational school in B. C. To be eligible, the applicant must be an active member of the Union ("active" being interpreted as on the staff of a hospital within the jurisdiction of Local 180, or on the staff as of January 1st but since superannuated). In making the award, preference will be given first to children of members of the Kelowna unit, second to children of the members of other units of the Union located in the Okanagan region, and third to members of the Kelowna Unit. Information on the application must clearly establish the applicant's connection with Local 180. The award will be made to the candidate who, in the opinion of the University (in consultation with the Union), is best qualified in terms of financial need. The award will be offered in 1977, 1978, and 1979.

The W. K. Kellogg Foundation Bursaries - Bursaries totalling approximately $1,750 are provided for medical students from a grant from the W. K. Kellogg Foundation, Battle Creek, Michigan. The bursaries will be available for a five year period commencing in the fall of 1977.

APPENDIX

New Awards Recommended to Senate (continued)

The W. K. Kellogg Foundation Summer Research Scholarship in Dentistry - A grant from the W. K. Kellogg Foundation, Battle Creek, Michigan, provides one or more scholarships totalling $4,000 to support a dental student in the pursuit of a research project. The scholarships will be awarded by the Awards Committee on the recommendation of the Faculty of Dentistry. The award will be available for a five year period commencing in the summer of 1978.

The W. K. Kellogg Foundation Summer Research Scholarship in Medicine - A grant from the W. K. Kellogg Foundation, Battle Creek, Michigan, provides a scholarship in the amount of approximately $2,250 to support a medical student in pursuit of a medical project. The scholarship will be awarded by the Awards Committee on the recommendation of the Faculty of Medicine. The award will be available for a five year period commencing in the summer of 1978.

The Law Scholarship - An award in the amount of approximately $400 will be made available to a student demonstrating a high standard of scholarship in the first or second year of the Faculty and who is proceeding to the next higher year of study. In making the award, the student's financial circumstances may be a factor. The award will be made on the recommendation of the Faculty.

The Plimsoll Club Bursary (donated by Trans Pacific Transportation) - A bursary of $500, the gift of Trans Pacific Transportation is offered to a student entering fourth year in the Faculty of Commerce (Transportation Option) who will enrol in Commerce 445 (Water Transportation). The award will be made to a student who has good academic standing and requires financial assistance. The award will be made on the recommendation of the Faculty of Commerce and Business Administration in consultation with the University Awards Committee.

The Schlumberger of Canada Scholarship Program - A scholarship in the amount of $500 is available on a rotating basis to a number of western universities. The award is based on superior academic ability and will be made to a student in the third or fourth year of Electrical, Mechanical or Petroleum Engineering or fourth or fifth year honours in Physics, Mathematics or Geology. The award will be offered in 1979-80, 1980-81, 1985-86 and 1986-87.

The W. R. F. Seal Award - This award, donated by the class of 1976/77, has been established in recognition of the outstanding leadership W. R. F. Seal has given in the field of Industrial Education. His energy and drive, his well defined philosophy of education, and his meticulous craftsmanship, serve as examples for students and faculty of The Division of Industrial Education, The University of British Columbia. The award will be presented to the fourth year student who has achieved the highest average in the series of technical courses. The award will be made on the recommendation of the Faculty of Education.

The Naranjan Singh Sidhoo Memorial Scholarship - A scholarship in the amount of approximately $350 has been made available from the estate of the late Naranjan Singh Sidhoo. The award will be made to a student in the Faculty of Medicine.

APPENDIX

New Awards Recommended to Senate (continued)

The N. M. Skalbania Ltd. Sholarship - One or more scholarships to a total of $1,000 have been provided by N. M. Skalbania Ltd., Vancouver, B. C. The award will be made to a student(s) demonstrating proficiency in the fourth year of a Civil Engineering program. Preference will be given to students who intend to continue their studies at the graduate level. The award will be made on the recommendation of the Department.

The A. B. Wing Student Aid Fund - Bursaries to a total of approximately $6,500 have been provided as a result of a bequest from Marjorie Thelma Wing. In making the awards, preference will be given to students in Mechanical Engineering. In providing this bequest, the donor expressed the hope that those who benefit from the fund will, if and when circumstances permit, establish similar funds or contribute to the maintenance and perpetuation of this fund.

The A. J. Wood Memorial Scholarship - A scholarship in the amount of approximately $300 has been made available by friends and family of the late A. J. Wood, who was for many years a distinguished member of the Faculty of Agricultural Sciences at The University of British Columbia. The award will be made available to a fourth year student in Agriculture who plans to do graduate work. The award will be made on the recommendation of the Dean of the Faculty.

The Mr. & Mrs. P. A. Woodward's Foundation Bursaries - Bursaries in the amount of approximately $2,500, the gift of Mr. & Mrs. P. A. Woodward's Foundation, will be available to provide assistance for undergraduate medical students.